

Description:

To provide for execution of the policies embodied in the federal fair employment practice acts banning discrimination based on race, sex, color, religion, national origin, age (40 and over) and disability within the State.

Major Functions and Targeted Performance Standard(s) for Each Function:

1. Process claims of discrimination in a timely and impartial fashion, focusing on resolving the claims through mediation and conciliation.

- A. To avoid a backlog of open cases by maintaining an inventory of not more than 7.5 months. (New measuring system beginning FY 1998.)

Actual Results			
2000	2001	2002	2003
9.0 months	11 months	8 months	9 months
Projected Results			
2004	2005	2006	2007
8 months	7 months	7 months	7 months

- B. To obtain a 33% rate of case closures through mediation or conciliation in the administrative procedure. (New measuring system beginning in FY 1998.)

Actual Results			
2000	2001	2002	2003
20%	25%	24%	17%
Projected Results			
2004	2005	2006	2007
25%	30%	33%	33%

- C. To process claims in an average of eight months.

Actual Results			
2000	2001	2002	2003
9 months	9 months	10 months	9 months
Projected Results			
2004	2005	2006	2007
8 months	8 months	8 months	8 months

- D. To continue to obtain survey results from Respondents following the closing of a case with 85% of those responding reporting satisfaction with the Commission's procedures. New survey used in FY 2001.

Actual Results			
2000	2001	2002	2003
97%	95%	96%	92%
Projected Results			
2004	2005	2006	2007
85%	85%	85%	85%

- E. To continue to enforce the law by pursuing certain cases in court. Success will be measured by showing that court actions do follow in selected cases. (New measuring system beginning in FY 1998.)

Actual Results			
2000	2001	2002	2003
7 cases auth for litig	3 cases auth for litig	5 cases auth for litig	3 cases auth for litig
Projected Results			
2004	2005	2006	2007
2-5 cases auth for litig	2-5 cases auth for litig	2-5 cases auth for litig	2-5 cases auth for litig

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2. Technical assistance and liaison with organizations and individuals, such as the press, on various aspects of the Commission's mission.

A. To continue to work with organizations requesting technical assistance. Success will be measured if the Commission can respond to 20 requests during the year. Due to budget problems we have reduced travel.

Actual Results			
2000	2001	2002	2003
50	37	22	19
Projected Results			
2004	2005	2006	2007
20	20	20	20

B. To attempt to ascertain the amount of intergroup tension in the state. Success will be measured if the Commission documents that it does the following: obtains hate crime statistics quarterly from the Department of Law Enforcement.

Actual Results			
2000	2001	2002	2003
yes	yes	yes	yes
Projected Results			
2004	2005	2006	2007
yes	yes	yes	yes

C. To attempt to ascertain the amount of intergroup tension in the state. Success will be measured if the Commission documents that it does the following: maintains at least annual contact with 100 organizations in the Commission's Human Relations Directory.

Actual Results			
2000	2001	2002	2003
yes	yes	yes	yes
Projected Results			
2004	2005	2006	2007
yes	yes	yes	yes

D. To attempt to ascertain the amount of intergroup tension in the state. Success will be measured if the Commission documents that it does the following: maintains quarterly contact with relevant federal agencies such as the Community Relations Service Department of Justice.

Actual Results			
2000	2001	2002	2003
yes	yes	yes	yes
Projected Results			
2004	2005	2006	2007
yes	yes	yes	yes

Program Results and Effect:

The Commission enforces the state's anti-discrimination laws. Effective enforcement helps maintain the quality of life valued by Idahoans.

For more information contact Leslie Goddard at 334-2873.